

Hansen School District #415

Pay for Performance Plan 2013-2014

- This plan was developed with input from principals, teachers, and certificated staff from each school. Building meetings were held in early September to review and develop this plan.
- This plan was presented to the Hansen Board of Trustees at the September 16, 2013 meeting. The plan was approved.
- This plan was developed to be based on measures of student growth in student achievement utilizing data from the IRI, MAZE, and end of course assessments.

Grades K-3 Performance Indicators

Kindergarten through third grade performance indicators will be based off of the Idaho Reading Indicator (IRI). The kindergarten classes will be assessed on letter sounds fluency which will be given in both the fall and the spring (only state required in the spring) while grades 1-3 will be assessed on a timed reading fluency scored as a median of the three one minute fluency probes. First grade only requires this during at the time of the spring IRI, but a fall CBM will be administered as well to meet the requirements of this plan. Grade level teachers will be able to meet the differential pay requirements in one of two ways: percentage of proficiency levels (students scoring a 3) or growth rates from fall to spring (whichever may be higher). The breakdown of differential pay for each grade level is as follows.

<u>Share Amount</u>	<u>Percentage of Proficiency Levels</u>				<u>Growth Rate</u>
	Kindergarten	First Grade	Second Grade	Third Grade	K-3
1.0	85(+) %	80(+)%	82(+)%	85(+)%	15(+)%
0.9	82%	77%	79%	82%	14%
0.8	79%	74%	76%	79%	13%
0.7	76%	71%	73%	76%	12%
0.6	73%	70%	70%	73%	11%
0.5	70%	69%	69%	70%	10%
0.4	69%	68%	68%	69%	9%
0.3	68%	67%	67%	68%	8%
0.2	67%	66%	66%	67%	7%
0.1	66%	65%	65%	66%	6%
0.0	65%	64%	64%	65%	5%

Grades 4-6 Performance Indicators

Grades four through six performance indicators will be based off of the MAZE assessment. Grade level teachers will be able to meet the differential pay requirements in one of two ways: percentage of proficiency levels (scoring at benchmark) or growth rates from fall to spring. The breakdown of differential pay for each grade four through six is as follows.

<u>Share Amount</u>	<u>Percentage of Proficiency Levels</u>	<u>Growth Rate</u>
	Grades 4-6	4-6
1.0	85(+)%	80% grow 3(+) points
0.9	84%	79% grow 3(+) points
0.8	83%	78% grow 3(+) points
0.7	82%	77% grow 3(+) points
0.6	81%	76% grow 3(+) points
0.5	80%	75% grow 3(+) points
0.4	79%	74% grow 3(+) points
0.3	78%	73% grow 3(+) points
0.2	77%	72% grow 3(+) points
0.1	76%	71% grow 3(+) points
0.0	75%	70% grow 3(+) points

Grades 7-12 Performance Indicators

Grades seven through twelve performance indicators will be based off of the development of end of course assessments and student growth on end of course assessments based on pre and post testing or proficiency rates. Teachers will be required to write and submit two end of course assessments by September 30th for first semester or yearlong classes, and January 31st for second semester classes. Pretesting of students for first semester and yearlong courses will be completed by October 4th, pretesting of second semester classes will be completed by February 7th. Posttests will be administered during the last week of each course. Teachers will be able to meet partial differential pay requirements in two ways, together totaling one share: For 0.5 share teachers will write two end of course assessments for a course they are responsible for teaching within the 2013-2014 school year, an additional 0.5 share can be earned through student growth achievement between pre and post assessments or a class proficiency rate on the assessment. Teachers will earn this share if at least 80% of students demonstrate growth from the pre-assessment to the post assessment or if posttest assessments reflect that a minimum of 80% of students show proficiency by scoring a percentage of 70% or higher on the assessment.

Certificated Staff with Unique Assignments

District PE Teacher/ESL Foreign Language Teacher- The PE teacher and ESL/foreign language teacher are currently split between the high school and elementary school. They will be held to the same requirements at the high school level as building teachers, and will be eligible for .25 shares where the building teachers are eligible for 0.5 shares. They will also be awarded 0.5 of the average share award at the elementary level, thus making them eligible to earn 1.0 share total.

District Counselor- The counselor is currently split between the high school elementary school. As she does not function in an instructional capacity she will be awarded 0.5 of the average share award at the elementary level, and 0.5 of the average share awarded at the high school level.

Building Administrators and Special Education/Speech Teachers - The special education teachers at each respective building will earn an average of the total shares awarded in their building.

Part Time Certificated Staff (Title 1 Math, Secondary Music)- The Title 1 math teacher will be eligible for 0.5 of the average share award at the elementary level. The secondary music teacher will be held to the same requirement as secondary building level teachers and will be eligible to earn .25 shares where the full time building teacher are eligible for 0.5 shares.